

**WLFI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3, 5, 7-8, 12-13, 15, 20-22, 24, 26, 31, 33, 35, 37	5
Sales Manager	1-3, 7, 13, 15, 20-22, 24-26, 28, 31, 33, 35, 37	25
Multiplatform Journalist	1-4, 7-9, 13, 15, 20-21, 24, 26, 31, 33-35	4
Multiplatform Journalist	1-4, 7-9, 13, 15, 20-21, 24, 26, 31, 33-35	8
Lead Technical Media Producer	1-3, 5-7, 13-18, 20-21, 24, 26-27, 29-31, 33	5
Receptionist / Sales Assistant	1, 3, 6-8, 11, 13-21, 23-24, 26, 30-31, 33, 35	8
Digital Sales Director	1, 3, 6-8, 13-21, 24, 26, 30-31, 33, 35	8
Newscast Producer / MPJ	1, 3, 6-8, 13-21, 23-24, 26, 30-31, 33-35	35
New Media Executive Producer	1-3, 5-8, 13-20, 24, 26-27, 30-31, 33, 35	5
Multiplatform Journalist	1, 3, 7-8, 13, 15, 19-21, 24, 26, 31, 33, 35	8
Multiplatform Journalist	1, 3, 7-8, 13, 15, 19-21, 24, 26, 31, 33, 35	8
Anchor	1, 3, 5, 7, 13, 15, 19-21, 24, 26, 31, 33, 35	5
Director / Production Assistant	1-3, 5-7, 13-21, 24, 26, 30-31, 33, 35	5
Technical Media Producer/Fill-in Production Assist	1-3, 5, 7, 13, 15, 19-21, 24, 26, 31, 33, 35	5
Production Asst./Fill in Director	1, 3, 5-7, 13-21, 24, 30-31, 33, 35	5
IT Support Technician	1-3, 6-8, 10, 13-21, 24, 26, 29, 31-33, 35	32
Meteorologist	1-3, 6-7, 13-21, 24, 26, 31, 33, 35-36	33

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State Lucina Hall Room 220 Alumni Association Muncie, Indiana 47306 Phone : 765-285-1522 Email : careercenter@bsu.edu Fax : 1-765-285-3757 Career Services	N	0
2	Broadcast Education Association - BEA 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Url : www.beaweb.org Heather Birks Manual Posting	N	0
3	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Atherton Union rm 315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
4	Career Fair	N	2
5	Current Employee/Internal Promotion	N	8
6	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0
7	DePauw University Communications Arts 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4280 Fax : 1-765-658-4045 Deb Jones	N	0
8	Employee Referral	N	12
9	Former Intern	N	1

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10	INDEED, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Url : www.indeed.com Dorie Jankowski Manual Posting	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	1
12	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46204 Phone : 317-925-2702 Fax : 1-317-925-6624 Career Services	N	0
13	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : http://www.indianabroadcasters.org Email : sam@indianabroadcasters.org Fax : 1-317-770-0972 Sam Kelemet Dave Arland	N	0
14	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
15	Indiana University School of Journalism Indiana University Bloomington, Indiana 47405 Phone : 812-855-1704 Url : www.ascs.indiana.edu Email : lfonseca@indiana.edu Fax : 1-812-855-0901 Laura Fonseca	N	0
16	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0

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17	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
18	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
19	Indiana Wesleyan University 4201 South Washington Street Marion, Indiana 46953 Phone : 7656672118 Email : daryn.bronsink@indwes.edu Fax : 1-765-677-2523 Daryn Bronsink	N	0
20	Indiana Work One 820 Park East Blvd. Lafayette, Indiana 47905 Phone : 7654745411 Url : www.indianacareerconnect.com Email : reach@workonewestcentral.org Gary Allen	N	0
21	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46224 Phone : 317-444-4000 Url : www.iabj.net Fax : 1-317-444-8558 Michael Dabney	N	0
22	Linkedin 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : www.linkedin.com N/A N/A Manual Posting	N	0
23	LinkedIn / Word of Mouth	N	2

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24	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.media recruiter.com Email : art@mediarecruiter.com Art Scott	N	0
25	Media Staffing Network c/o Beyond Bookkeepers 13550 S. Route 30, Suite #104 Plainfield, Illinois 60544 Phone : 4803068930 Url : www.mediastaffingnetwork.com Laurie Kahn Manual Posting	N	3
26	National Press Photographers Association 3200 Croasdalie Drive Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : nppaediting@gmail.com Career Services	N	0
27	Purdue Asian Resource/Cultural Center 915 5th street West Lafayette, Indiana 47907 Phone : 7654960488 Url : aaarcc@purdue.edu Sydni Hair Manual Posting	N	0
28	SND Publishing LLC 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : ads@spotsndots.com Emily McKay Manual Posting	N	0
29	Society of Broadcast Engineers 8445 Keystone Crossing Suite 140 Indianapolis, Indiana 46240 Phone : 317 846 9000 Email : kjones@sbe.org Scott Jones	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : <a href="http://www.spj.org/careers_jobpost.asp">www.spj.org/careers_jobpost.asp</a> Email : <a href="mailto:questions@spj.org">questions@spj.org</a> Fax : 1-317-920-4789 Director of Placement	N	0
31	Southern Illinois University Carbondale MC4703 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : <a href="mailto:careerservices@siu.edu">careerservices@siu.edu</a> Missy Houghland	N	0
32	Station On-Air Advertisement	N	1
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	3
34	Walk In/Self-Referral	N	2
35	WLFI.com 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Url : <a href="http://www.wlfi.com">http://www.wlfi.com</a> Email : <a href="mailto:dorie.jankowski@wlfi.com">dorie.jankowski@wlfi.com</a> Fax : 1-765-237-5001 Dorie Jankowski	N	6
36	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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37	ZipRecruiter 401 Wilshire BLvd Floor 11 Santa Monica, California 90401 Phone : 877-252-1062 Url : www.ziprecruiter.com Dorie Jankowski Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/4/2017	Participation in Job Fairs	WLFI participated in the University of Indianapolis Spring Communication Job Fair held in Indianapolis, Indiana. At the fair, we spoke with attendees about careers in broadcasting, and job opportunities and internships at our Station.	1	Production/Promotions Mgr
2	4/14/2017	Participation in events or programs sponsored by educational institutions	Our Production Department hosted a job shadow program for a student from North White High School. The student shadowed Graphic Design, our Technical Director, Commercial Editor, Writer, and Department Manager. He learned about Live News, Commercial Production, Promotion Production, Graphic Arts, and the organizational skills & requirements for working the TV industry.	5	Promotions&Production Mgr Commercial Producer/Editor Technical Director Graphic Artist
3	4/28/2017	Participation in other activities designed by the station employment unit	Our WLFI Meteorologist did a presentation at the White County Boys and Girls Club about Meteorology, what the duties of a Meteorologist are, the requirements, skills needed, and careers in the Broadcast Industry.	1	Meteorologist
4	5/15/2017	Establishment of an intern program designed to assist members of the community	WLFI-TV has an established intern program designed to help ready candidates for future Broadcast employment. During the reported period, WLFI had 4 Students in the Summer Internship Program - 1 from the University of Wisconsin, 1 from the University of Indianapolis, 1 from Ball State University, and 1 from Purdue University. All received College credit for their participation in the program.	1	News Director
5	7/13/2017	Participation in Job Fairs	WLFI participated in the Indiana Black Expo Opportunity Fair to generate interest in Broadcast employment. At the fair we spoke with attendees about careers in broadcasting, and job opportunities and internships at our station.	1	General Manager



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6	9/13/2017	Participation in Job Fairs	WLFI participated in the Ball State University Fall Cardinal Job Fair held at Worthen Arena in Muncie, Indiana. At the fair, we spoke with attendees about careers in broadcasting, job opportunities, and internships at our Station..	1	Production/Promotions Mgr
7	10/11/2017	Participation in events or programs sponsored by educational institutions	A WLFI weekend News Anchor was the guest speaker at the Delphi Community High School National Honor Society Induction Ceremony. She spoke about being a News Anchor, Internships, and the education and skills needed for Broadcast Careers.	1	News Anchor
8	10/18/2017	Provision of training to management	WLFI's Business Administrator participated in a Webinar Training: The Changing Face of the FCC's Rule in 2017, provided by Lauren Lynch Flick, Senior Counsel of Pillsbury Winthrop Shaw Pittman LLP. Ms. Flick outlined, overviewed and explained the FCC's Equal Employment Opportunity rules and policies, and changes for 2017. The training included methods of ensuring equal opportunity and preventing discrimination.	1	Business Administrator
9	2/7/2018	Participation in Job Fairs	WLFI participated in the Ball State University Cardinal Spring Job Fair to generate interest in Broadcast employment. At the fair, we spoke with attendees about careers in broadcasting, job opportunities, and internships at our station.	1	Production/Promotions Mgr.
10	2/27/2018	Participation in other activities designed by the station employment unit	A WLFI Meteorologist , and 2 of our Multiplatform Journalists spoke to a group of Purdue University Mass Communications students about careers in the Broadcast Industry. They talked about the job requirements, the challenges, what they liked about their jobs, and gave words of wisdom to aspiring broadcast journalist. After, there was a Q & A session.	3	Meteorologist MultiPlatform Journalist MultiPlatform Journalist

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11	3/8/2018	Participation in events or programs sponsored by educational institutions	WLFI provided a tour to Wea Ridge Middle School students to "connect" to the TV Station and the tools that they use everyday in their classroom - the weather forecast and Station website. A tour used to explain how we gather the news that we share with the Community - and to provide information and awareness to generate interest in Broadcast employment.	1	Promotions producer/writer/editor
12	3/24/2018	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Career/Internship Fair held at the 502 East Event Centre in Carmel, Indiana. At the fair, we spoke with attendees about careers in broadcasting, and job opportunities and internships at our Station.	3	General Manager News Director Sales Manager
13	3/26/2018	Participation in events or programs sponsored by educational institutions	WLFI provided a tour to 19 Students from the Brian Lamb School of Communication at Purdue University. The class, now taught by our previous Morning News Anchor, got a look into the real life workflow and processes of producing content for television. The group toured the building, met with the News and Production employees, observed the Noon Newscast, and participated in a question and answer session afterward. This Tour used to provide information and awareness, and to generate further interest in Broadcast employment.	2	Production & Promotions Mgr Promotions Producer/Writer/Editor